The Busy Nurses' Financial Planning Guide & Workbook

WISER
WOMEN'S INSTITUTE FOR A SECURE RETIREMENT

2021 Update

THE WOMEN'S INSTITUTE FOR A SECURE RETIREMENT

WISER is a 501(c)(3) organization, established in 1996 by the Heinz Family Philanthropies to improve the opportunities for women to secure retirement income.

This booklet is intended to provide general information and should not be used as a substitute for legal or other professional advice.

Adapted from *The Busy Nurses' Guide to Financial Planning* published in 2009 with participation from the Center for American Nurses and the FINRA Investor Education Foundation.

Retirement Readiness Checklist

Answer these six questions to see if you are ready to retire!

Yes No

1. ***Have you considered what annual income you will need in retirement?*** ❍ ❍
Women should consider replacing 100% of their pre-retirement income instead of the 60-85% of income often recommended by financial planners. Remember that Social Security usually covers about 40 percent of an average earner's pre-retirement income. You need to know where the rest of the money will come from.

2. ***Have you considered how long you might live in retirement?*** ❍ ❍
Many people do not realize that retirement can last 20 to 30 years. It is important when planning to assume that you will have a long life in retirement. The longer you live, the more likely ***inflation*** will erode the value of your savings.

3. ***Have you considered the cost of Medicare premiums?*** ❍ ❍
Many people are surprise to learn that Medicare premiums are automatically deducted from your Social Security check. Your Medicare Part B premiums may change annually depending on income, enrollment status, and Social Security benefits.

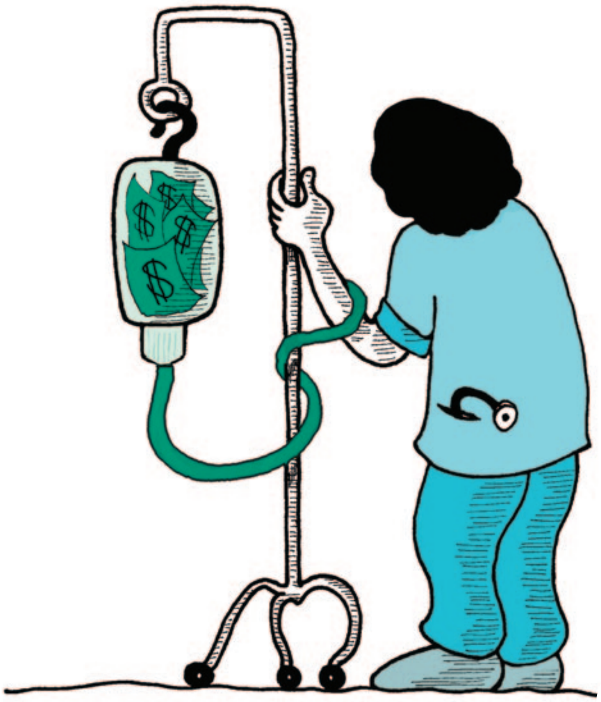
4. ***Have you considered the cost of health insurance outside of Medicare?*** ❍ ❍
You may need to consider purchasing a "Medigap" policy in order to cover the costs that Medicare does not cover. Find out which services are covered in your state by visiting the **Medicare.gov** website.

5. ***Have you thought about how to handle your savings once you retire?*** ❍ ❍
In a "traditional" pension plan (also called a defined benefit plan), a plan administrator automatically pays out a set amount each month. However, if you have saved through a 401(k) type plan, you will be responsible for managing your own money, or hiring someone to help you do it.

6. ***Do you know how taxes will affect your retirement income?*** ❍ ❍
If you receive money from a tax-deferred savings plan such as a 401(k), you will need to pay taxes on the amounts you receive when you make withdrawals. You may also have to pay taxes on your Social Security benefits. Learn how your Social Security benefits may be taxed, which is based on income and marital status. Visit the Social Security website (**www.ssa.gov**) and search for *Benefits Planner: Income Taxes And Your Social Security.*

Planning for Retirement

The income that you have to support you during retirement generally comes from a combination of Social Security, employer retirement plans, and personal savings.



Social Security offers a base layer of protection, but is not meant to be enough by itself to provide a comfortable retirement. About half of the workforce today is covered by employer-sponsored retirement plans and, for many reasons, those plans are not usually enough to provide sufficient income throughout retirement.

As a result, personal savings are a very important source of retirement income, whether or not you have an employer-provided plan. And, the sooner you start saving, the longer those savings have to grow.

Saving for Retirement

If you want to have adequate funds for your retirement years, you need to save during your working years.

READINESS STEPS

Your basic steps are:

- Understand how you are spending your income now so you can make a savings plan, a good resource is WISER's Budget Worksheet (See Resource Section)
- Make a plan to save a certain amount each month. WISER's The Basics of Savings and Investing Fact Sheet offers tips on how to save. (See Resource Section)
- Participate in your employer sponsored retirement plan (401k or other savings plan)
- Reduce your credit card debt. For one-on-one credit counseling, contact the National Foundation for Credit Counseling at 800-388-2227 or **www.nfcc.org**.

- Make a rough estimate of the total retirement income you'll need—consider using an online calculator such as 360 Financial Literacy sponsored by the American Institute of Certified Public Accountants at **www.360financialliteracy.org**
- Estimate how much income you can expect from Social Security, employer plans, and personal savings.

DECISIONS

Each person has to decide what amount they will need to have adequate retirement income. As you near retirement, reconsider your earlier estimates of what income you'll need. Your estimate will depend on a number of factors, including whether you will have monthly payments for a home mortgage or rent, or health insurance to supplement Medicare.

One rule of thumb is to save 15 percent of your pay over a long period for retirement. However, if you start later, you will need to save a higher percentage of pay. Don't get discouraged if you can't save that much. It is important to start saving what you can now, and increase the amount you save later if you can.

Age when you start saving	% of pay you need to save *
25	9.4%
35	13.3%
45	20.4%
55	39.6%

* Based on replacing 70% of pay after age 65, assuming 7% interest, 5% annual pay increases, and 3% inflation. Today, experts suggest saving enough to have 100% of your final pay.

Individual Retirement Accounts (IRAs)

An IRA is a great place to start saving for the long haul.

An Individual Retirement Account or **IRA** provides a convenient way for all working people to save for their retirement. With a **Traditional IRA**, you can get an income-tax deduction on the amount you contribute if you meet the income limits established by the Internal Revenue Service. Your money grows tax-deferred, so you don't pay any taxes until you take the money out. Even if you don't qualify for the deduction on the amount contributed, you can take advantage of an IRA to allow your money to grow tax-deferred.

However, to avoid paying a penalty, you will have to wait until age 59 ½ to begin withdrawing money. If you withdraw any money before age 59 ½ , you will have to pay a 10% penalty in addition to the regular income tax. **After you reach the age of 70 ½ , however, you must start withdrawals.**

With a **Roth IRA**, you don't get an income tax deduction when you contribute to the IRA. However, you won't owe any taxes on the money when you take it out, so the investment grows tax-free. *This is different from a Traditional IRA, which is a tax-deferred account; you pay taxes when you withdraw money. Roth IRA contributions are limited by income level. If your income is above those limits, you can only contribute to a Traditional IRA. You can open a Roth IRA even if you participate in an employer-sponsored plan.*

In 2021, an individual can contribute $6,000 a year to an IRA. If you are age 50 or older, you can contribute $7,000 a year. A married couple can each put in the individual amount. For example, if you are both 50 or older, you can contribute a total of $14,000 a year. These contribution limits will be increasing over the next several years, so if you're one of the lucky ones with more money to save, look into how much more you can put into an IRA.

However, only a small percentage of the workforce put any money into an IRA. Keep in mind that you can put in less. $500 or $1,000 a year will get you started. It may be easier to set up an IRA arrangement that will automatically transfer, say $50 a month from your checking or savings account to an IRA, than to make a single large payment each year.

You can open an IRA with a mutual fund or bank, and choose where to invest your IRA contributions. For example, they can go into a CD or mutual fund.

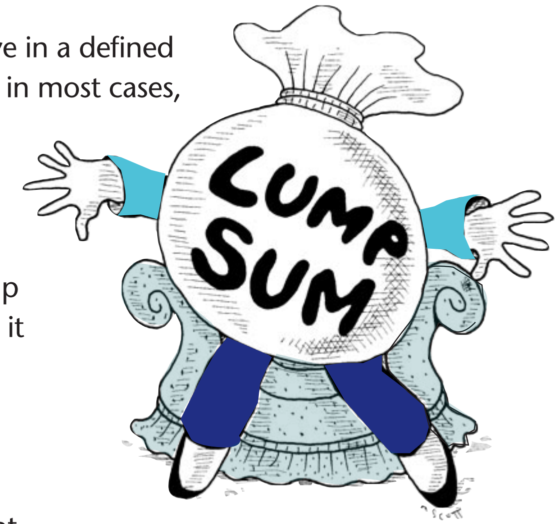
You also can roll over an employer retirement account into a traditional IRA. If you roll over funds to a Roth IRA, you must pay income tax on the amount of the transfer.

Using Retirement Funds Before You Retire - Lump Sums and Loans

Many retirement or savings plans let you withdraw money when you change jobs or retire. Resist the temptation to spend it for non-retirement purposes.

LEAVING YOUR JOB: RETIREMENT PLAN DECISIONS

The wiser rule of the road is to leave your money in the employer's retirement plan or roll it into an IRA when you change jobs.



If you cash out the amount of money that you have in a defined contribution plan, you will owe income taxes and, in most cases, a 10% IRS penalty. Early in your career, the amounts distributed look small and it's easy to find many ways to spend the money. However, if you leave it there, it can grow into a substantial amount by retirement. For example, a $5,000 lump sum at age 25 will grow into $74,872 by age 65 if it earns 7% interest.

A more difficult question is whether you should break the rule of leaving your money untouched and use it to pay off a high-interest credit-card debt. Let's take an example of someone with $10,000 of credit-card debt, being charged an interest rate of 18% and paying $1,800 a year in interest payments alone. That individual could use a $10,000 lump sum (after taxes and penalties) to pay off the credit cards. This only works if this individual forever becomes a savvy credit-card user and is committed to a new long-term savings plan.

KNOW YOUR OPTIONS

When you take money out of an IRA or 401(k) plan before you reach age $59^1/_2$, unless you meet one of the exceptions under the law, you'll owe income tax (federal, state, and local, as applicable) plus a 10% penalty to the IRS for early withdrawal.

When you leave an employer with a traditional pension plan, you may be able to choose to receive a lump sum payment. You can avoid taxes and the IRS penalty by rolling the lump sum payment directly into an IRA. If you have the choice, it may be best to leave the money right where it is, particularly if you can choose to receive a lifetime, guaranteed monthly pension benefit at retirement.

Your Retirement - When and How

Many of us cannot wait to retire. However, when you are thinking about retiring, think through the details of how you are going to pay for it.

READINESS STEPS

When planning to retire, take a careful look at all your savings and benefits.

1. **Social Security:** Ask the Social Security Administration to provide an up-to-date estimate of your benefits, including estimates of how much you can get at full retirement age, and at earlier and later ages. One of the best tools available is the Social Security Statement, for all workers age 18 and over from the Social Security Administration (SSA) at **ssa.gov/myaccount**. Whether you receive your statement by mail or online, WISER recommends that you carefully review SSAs information about your future benefits thoroughly. Make sure that your earnings information is correct since your future benefits will be based on these earnings as they are recorded with the SSA.

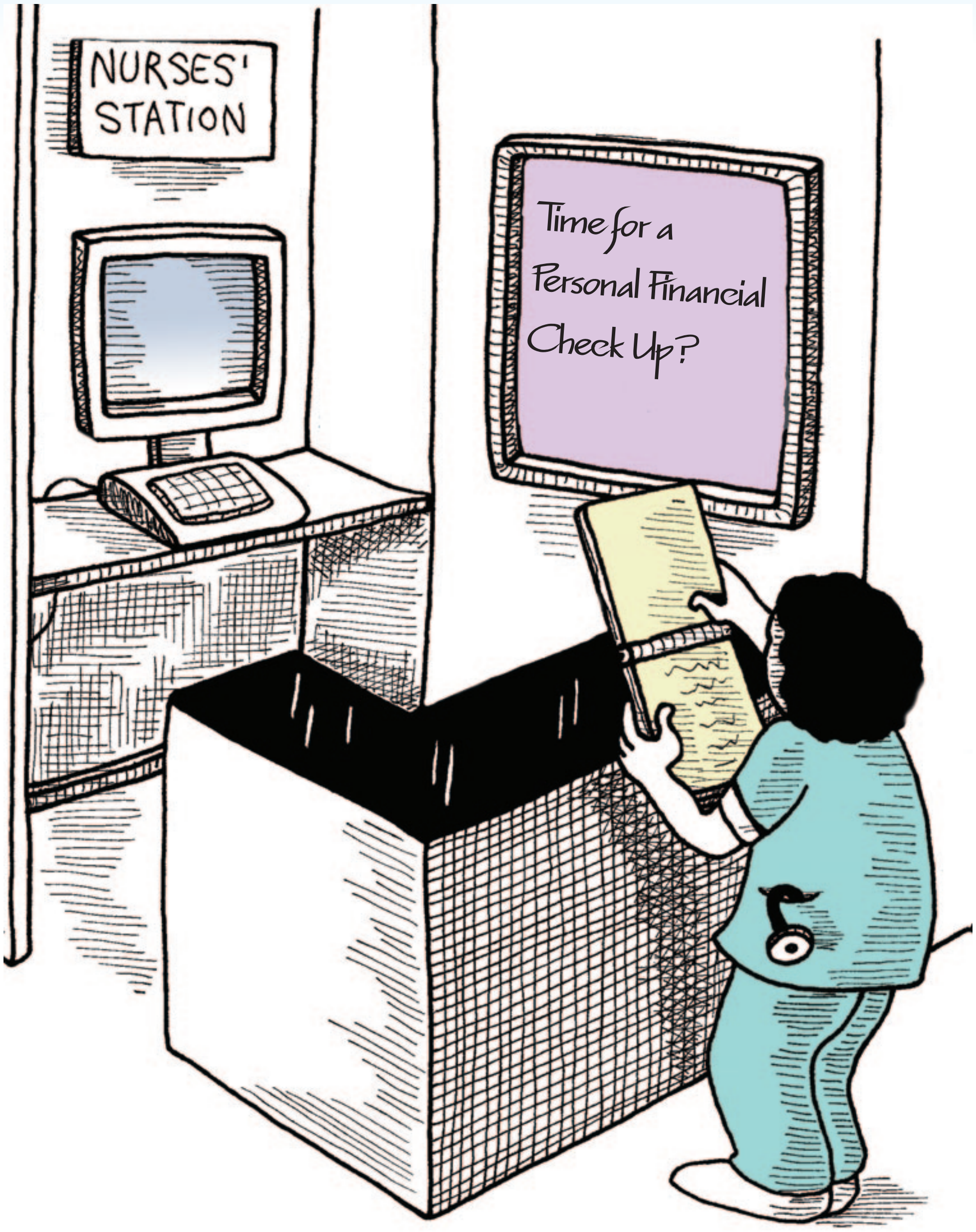
2. **Employer Sponsored Retirement Plan:** If you have a defined contribution plan (401k plan) and/or personal savings (IRA), try to estimate how you will make those savings last throughout your retirement. It can be very difficult to estimate your retirement income needs and how long you will live. Consider purchasing an immediate annuity, which can guarantee payments for as long as you live (see next section for information).

3. **Traditional Pension Plan:** If you have a traditional pension, ask for an estimate of what monthly benefit you can receive at full retirement age and as an early retirement benefit. If either you or your spouse has a pension plan, when you apply for retirement you need to decide whether you want the benefit to continue to a surviving widow or widower. For example, when you apply for benefits, your spouse has to consent to give up survivor's benefits, signing a statement that he or she understands that pension benefits will not continue if you should die first.

   With both types of retirement benefit plans, you may have a choice about how you receive the benefit — a lump sum payment all at once, or as an annuity with payments spread out over your lifetime, or other variations.

4. **Medicare:** Consider how to pay for medical bills or long-term care. For people who want to retire before Medicare eligibility (age 65), health insurance for those early years can be very costly. Even with Medicare, prescription drug and long-term care expenses can be enormous.

5. **Inflation:** Keep in mind that during the years you are retired, inflation will make everything cost more, especially medical care.



Making Your Money Last Through Your Retirement - Immediate Annuities

It can be quite challenging to manage your life savings after retirement — there are many unknowns. Few of us have really thought about how to make our retirement savings last for 20 or 30 years after we stop working.

Immediate annuities give you guaranteed income for life. You buy the annuity with one single payment. In return, the insurance company will provide you with a guaranteed lifetime income, regardless of how long you live. There are two types of immediate annuities:

- **fixed immediate annuities**, which pay you a fixed amount each month; and
- **variable immediate annuities**, which also pay you income as long as you live, but the amount varies based on what you choose to invest in, like the stock market.

Immediate annuities have different payment options. You can choose to receive payments for your life only, for your life plus a survivor benefit, or with a "period certain" so that if you die before, for example, a 10 year period certain, your beneficiary will receive the balance. There are other options, as well.

You probably don't want to put all your retirement savings into an annuity. However, for many people who are age 70 or older, it makes sense to put part of your savings into an annuity. This is especially true if you are in good health and want the certainty of knowing you will receive monthly payments for as long as you live.

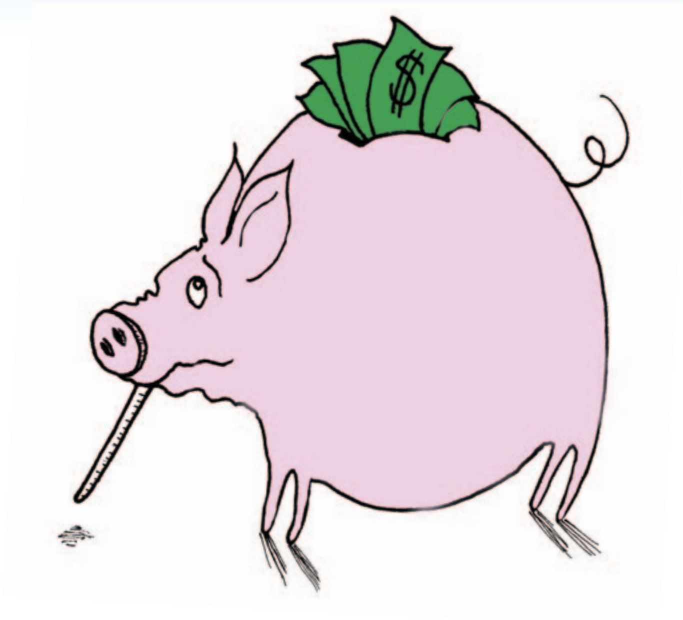
!

Ron's mother had money in an IRA when she turned 70 and started taking out the minimum amount that the government required her to take each year. Ron convinced his mother to look into purchasing an immediate annuity. She did, and was pleasantly surprised to find that she will be getting more money each year, and she doesn't have to worry about it running out, even if she lives a long time.

Immediate annuities should not be confused with deferred annuities, which are used primarily to accumulate funds while you are working.

MAKING THE DECISION TO PURCHASE AN ANNUITY

After retirement, consider whether you want to manage your money yourself. One way to do this is to set up a program to draw money on a regular basis from your retirement savings. Consider the pros and cons of using some of your money to buy an immediate annuity to provide you with payments for the rest of your life. For additional information on whether an immediate annuity might be right for you, read WISER's booklet "Making Your Money Last for a Lifetime: Why You Need to Know About Annuities."



Add Up Your Sources of Retirement Income

The table on pages 10-11 will help you identify all your sources of retirement income. It also will help you estimate what benefits will be available for as long as you live, for your spouse as a widow or widower, and whether it will keep up with inflation.

Get Your Ducks in a Row — Add up your sources of retire

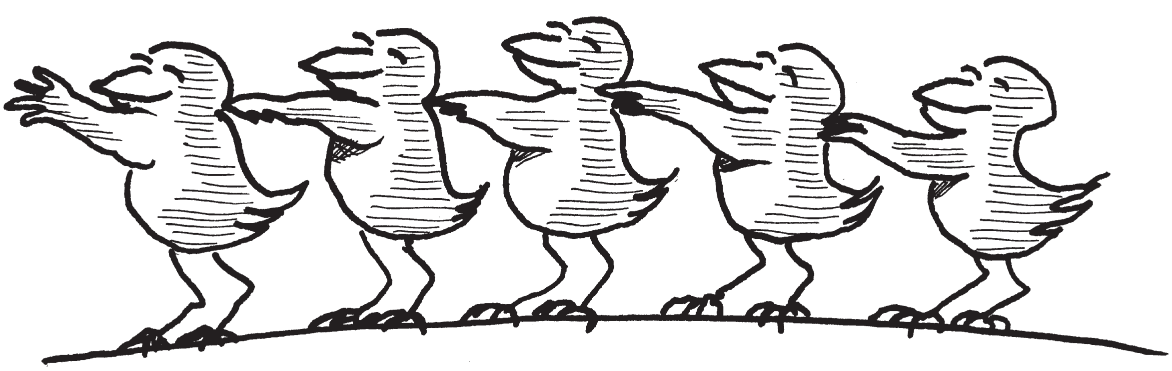
This table will help you identify your sources of retirement income. It will also help you c widow or widower, and whether it will keep up with inflation.

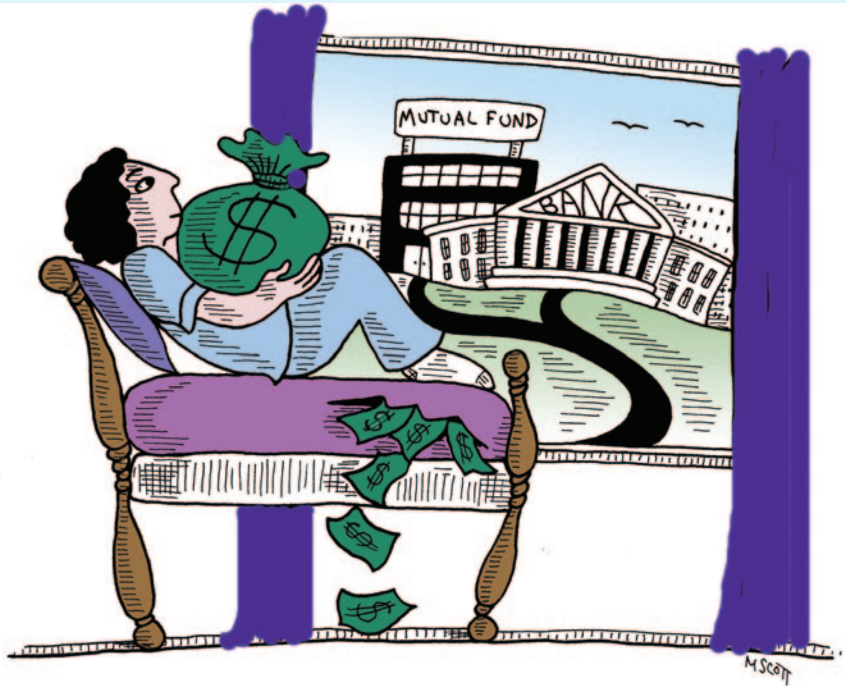
Source of income	Monthly	Will you get the income amount for life?
A. Social Security	$ ______________	Yes
B. Employer pension – if paid as monthly income	$ ______________	Yes
C. Employer savings plan account (401-k) – if paid as guaranteed monthly income	$ ______________* * Enter the estimated annuity income these funds could buy.	Yes
D. Employer pension or savings plan account – if paid in a lump sum that's rolled over to an IRA and invested	$ ______________* * Enter the estimated annuity income these funds could buy.	Some risk of running out of money, depending on how well you manage investments and spending
E. Part-time work	$ ______________	No. In later years you're unlikely to find a suitable job that you can perform.
Totals	**Amount**	**How to Calculate Amounts**
Initial income in retirement (all sources)	$ ______________	Add A, B, C, D, and E
Income you can count on for life	$ ______________	Add A, B, and C
Income that can keep up with inflation	$ ______________	Add A and E, maybe B, C, D

ment income

estimate what benefits will be available for as long as you live, for your spouse as a

	Will the income keep up with inflation?	Can some or all of the income continue to surviving spouse?
	Yes	Yes, offset by other Social Security benefits payable to the survivor
	Private plans usually do not. Public employee plans often do. What is your plan's track record?	Yes, if you choose the joint and survivor benefit option.
	Not usually. Amount is fixed unless you use a variable or indexed annuity.	Yes, if you choose the joint and survivor benefit option.
	Depends on performance of your investments and the economy while you're retired	Depends on how well you manage investments and spending during your lifetime
	Probably, as long as you keep working	No





Resources

The following pages will help you add up your income and expenses in order to determine your monthly and annual cash flow. Additionally, the section about saving and investing will help you get started with this critical piece of financial planning.

Budget Worksheet

Household Expenses	Monthly	Annually
Rent or Mortgage Payment		
Property Taxes (if not included in mortgage payment)		
Home Owners Insurance Premiums or Renters Insurance		
Telephone/Cell phone		
Other utilities (gas, electric, water, sewage, garbage, etc.)		
Home Maintenance/Supplies		
Other Household Expenses		
Total		

Food/Clothing/Transportation Expenses	Monthly	Annually
Food/Groceries		
Clothing		
Laundry/Dry Cleaning		
Car Loan Payments		
Car Maintenance (oil changes, filters, repairs, etc.)		
Car Insurance Premiums		
Other Transportation (gas, bus fare, etc.)		
Total		

Premiums/Payments/Savings	Monthly	Annually
Adult/Child Education (tuition, books, etc.)		
Retirement Savings Account Contributions		
Medical/Dental/Eye Care/Prescriptions		
Dependent/Child Day Care		
Other Loan Payments		
Credit Card Payments		
Life Insurance Premiums		
Medical Insurance Premiums		
Disability Income Insurance Premiums		
Other Savings		
Total		

Miscellaneous Expenses	Monthly	Annually
Personal Care (Haircuts, etc.)		
Pets/Pet Care		
Entertainment (Include Vacations)		
Gifts (Birthday, Holidays, etc.)		
Membership Fees (Health Club, Magazines)		
Other Expenses		
Total		

Grand Total Expenses		

Total Monthly Income		
(minus) Grand Total Monthly Expenses		
Equals Your Monthly Cash Flow		

Total Annual Income		
(minus) Grand Total Annual Expenses		
Equals Your Annual Cash Flow		

"I'm Ready to Save, Now What?"
The Basics of Saving and Investing

It can seem intimidating to start investing, but once you have enough money to cover your living expenses and have accumulated some emergency savings, investing is an important next step. Whether you have $25 or $2,500 to spare, there are smart ways to invest your money to build your retirement savings. This guide will lay out some options that you have for investing and help you get started.

General Tips:

Include savings as a part of your budget. Even if you have to start small, it is better than not saving at all and it will add up over time.

- If you have access to a retirement plan through your employer, be sure to take advantage of that opportunity, in addition to these other options for saving and investing. Make sure you are contributing at least enough to get the full amount of any matching contributions that your company might offer.
- Diversify your investments (invest in a lot of different places), so you don't risk losing a significant amount of your money if one investment doesn't perform well.

OPTION 1: Savings Bonds

Savings Bonds are considered a safe and trustworthy investment because the U.S. government backs them. This is a great low-risk investment for those who have fewer funds to work with, and/or are getting closer to retirement age. There are different types of savings bonds; the most recent and one of the most popular types is the I Bond. A key feature of the I Bond is that it is inflation-protected.

How do I Bonds Work?

I Bonds provide an interest that is tied to the inflation rate, so the rate changes every 6 months (on May 1st and November 1st). The rate has been as low as less than 1%, but it has also been as high as almost 7%. The historical average is 3.63%.

I Bonds earn interest each month, and the interest is compounded every six months. You can earn interest on them for as long as 30 years, and can cash them out after 5 years without losing interest. You lose only three months interest if you cash them out before you reach 5 years. This is an especially good option for anyone with limited savings who may worry about putting money into a long-term investment that they can't easily cash out if needed for an emergency.

How Do You Purchase I Bonds?

You purchase I Bonds at face value; for example, you pay $50 for a $50 bond. Earnings made on the interest are exempt from state and local income taxes. Federal income taxes can be deferred for up to thirty years, or until you cash them in, whichever comes first.

You can buy saving bonds through the U.S. Treasury by setting up an account at **www.TreasuryDirect.gov**. You can also set it up to make regular savings bond purchases through automatic deductions from your checking or savings account. You can also receive part or all of your tax refund in the form of a savings bond by filling out form 8888 with your tax return.

OPTION 2: CDs (Certificates of Deposit)

CD's, or certificates of deposit, are available at most banks, credit unions, and savings and loan associations. They are similar to I bonds in that they are intended to be kept until their maturity date, at which time you withdraw the money you originally invested along with accumulated interest. Although they can be less convenient than traditional savings accounts because you cannot simply withdraw money whenever you wish, they generally earn higher interest rates. Like traditional savings accounts, they are also insured. If you are nearing retirement age (for example, retiring in one to three years), CDs are a good investment choice for you as a short-term investment, especially because they are low-risk.

CD Basics:

The terms of CDs run from three months to five or more years in length, and they usually have fixed interest rates. This means that the interest rate will remain constant throughout the entire term of the CD. The minimum amount required to purchase a CD can vary depending on the financial institution where you purchase it. If you wish to receive some money during the course of the CD's term, you can request to have the interest mailed to you intermittently, or have it moved to a checking or savings account. However, this reduces the amount of interest you earn on the CD, because you are preventing the interest from being compounded.

Important Things to Know about CDs:

Closing Your CD - If you withdraw your money before the end of the CD's term, you will usually be penalized for it. Unless you have an urgent need for the money, it is best to wait until the end of the CD's term to take out any funds.

"Rollover" - When the end of your CD's term is approaching, your financial institution will typically send you a document stating that you can withdraw your funds or have them "rolled over" into a new CD. If you wish to withdraw the money, make sure you know if there is a time window during which you must withdraw, otherwise the bank may automatically then deposit your money into a new CD. This means you will once again have to wait for the end of the term to receive it without penalty.

Callable CDs - Callable CDs are just like regular CDs except the issuer has the right to "call" or redeem your CD from you before it matures. This is convenient for the issuer because if interest rates decline, they may be able to borrow money for cheaper than what they are paying you. The issuer will likely call the CD and you will have to invest your money in another CD or investment vehicle. Make sure you know if your CD is "callable," and if so, after what period of time. A CD's call date is NOT the same as its maturity date. A CDs' call date could be one year, while its maturity date is 20 years down the road.

The Securities and Exchange Commission also offers useful tips on what you need to consider before purchasing a certificate of deposit. **www.sec.gov/investor/pubs/certific.htm**

OPTION 3: Mutual Funds

Mutual funds can be a great investment choice for people of all ages. Although there are hundreds of different mutual funds, knowing a few general facts about them can help get you started.

What are Mutual Funds?

A mutual fund is a type of investment that pools together many people's money under the control of a fund manager (which can be a person or company that invests the money). Depending on the type of fund, the fund manager usually invests the money in a combination of "securities" (stocks, bonds, and money market accounts). You buy shares of the fund at a price called the "net asset value."

The key aspect of mutual funds is that your money is spread throughout several investments. This makes mutual funds more risky than bonds or CDs, but not as risky as investing in a single stock which is based on an individual companies' performance and is therefore subject to more volatility and risk. When you purchase a mutual fund, you ultimately purchase shares of several stocks, not just a single stock.

Things to Consider when Choosing Mutual Funds:

With hundreds of available mutual funds to choose from, it is important to know what you are looking for in order to make a wise investment choice. In choosing how much risk to take (which impacts your potential return), the main thing you should think about is how far away you are from retirement. If you are not planning to retire for another 20 years, your investment can contain riskier funds because if you lose money, you will likely have time to make it back. When you are nearing retirement age, you should move your funds into those with lower risk and return, to secure your investment.

Personal feelings should also be taken into account when investing. It is essential to consider your general financial situation in order to determine how much risk you can take with your money. If you are risk averse and do not think you will feel comfortable riding through the highs and lows of the market, it also may be better for you to simply accept lower return but with peace of mind.

How to Buy Mutual Funds:

If you are selecting mutual funds through your employer's 401(k) plan, you will be given a select menu of options from which to choose that should offer well- balanced choices. If you are buying them on your own, you have a few options:

- You can buy mutual funds directly from the fund companies, such as Vanguard or Fidelity [provided as examples, not as an endorsement]. Look for a large, "no-load" mutual fund company, which means that it will not charge commission for services.

- You can buy them from a "supermarket" which is basically one company offering investors' access to a broad range of mutual funds. You can set up a brokerage account from one of the fund companies that will enable you to buy funds from other providers. Be aware of fees, however, that might come along with the convenience of using a "supermarket."

- You can choose to go to a financial advisor or broker to purchase mutual funds. Because you have personal assistance, this option is often accompanied by sales charges, so be sure to ask about those possible fees upfront.

OPTION 4: Individual Retirement Accounts (IRAs)

If your employer does not offer a pension plan or 401(k)-type plan, it is especially important that you find other ways to save for retirement. One good option is to open an Individual Retirement Account (IRA). You can open an IRA even if you are also investing in your company's retirement plan.

There are two main types of IRA's: Traditional IRAs and Roth IRAs. Both provide avenues through which to save money for the long-term. You can open an IRA with many financial institutions, including banks, mutual fund companies and brokerage firms. You can ask for free information on IRA's from your financial institution of choice to help you choose which IRA is best for you.

Traditional vs. Roth IRA:

A key difference between Traditional and Roth IRAs is how they deal with taxes. The funds you contribute to a Traditional IRA are tax-deferred, so you pay nothing now but must pay taxes when you withdraw money at retirement. Conversely, you pay taxes on your Roth

IRA contributions (using post-tax income), but that money can grow tax-free and you pay no taxes when you withdraw funds. Roth IRA contributions are limited by income level; if your income is above those limits, you can only contribute to a Traditional IRA. Check out WISER's Fact Sheets on Traditional and Roth IRAs for specific information about contribution and deduction income limits.

IRA Basics:

When you open a Traditional or Roth IRA, you choose the combination of investments you want to incorporate from a menu of stocks, mutual funds, CD's, money market investments etc. In 2021, you can contribute up to $6,000 to your IRA; $7,000 if you are 50 years or older. Keep in mind that you can contribute less than the maximum amount, too. The contribution year for your IRA starts on January 2 and ends on April 15 of the following year. In general, you will be penalized if you withdraw from your IRA before you reach 59 ½ years of age. A few exceptions to this rule include: withdrawals for college tuition, certain medical expenses and first time home purchases.

A potential perk of having a Roth IRA is that you are not forced to take minimum distributions from that account in retirement; you can leave it untouched if you prefer. This is important to note because your IRA tax benefits can continue even after you die for the person that inherits your IRA.

For Additional Resources, Visit the Following Websites:

Women's Institute for Secure Retirement (WISER).
www.wiserwomen.org

Financial Industry Regulatory Authority (FINRA)
www.finra.org

Social Security Administration. For all information regarding Social Security. **www.ssa.gov**

Medicare.gov For all information regarding Medicare.
www.medicare.gov

National Foundation for Consumer Credit the nation's largest and longest-serving nonprofit financial counseling organization.
www.nfcc.org

360 degrees of Financial Literacy from the American Institute of Certified Public Accountants for financial tools and calculators.
www.360financialliteracy.org

Certified Financial Planner Board provides information for individuals searching for a financial planner. **www.cfp.org**

TreasuryDirect is the financial services website that lets individuals buy and redeem securities directly from the U.S. Department of the Treasury. **www.TreasuryDirect.gov**

National Association of Insurance Commissioners provides insurance and annuities information. **www.naic.org**

SaveAndInvest.org, a project of the FINRA Investor Education Foundation, is a free, unbiased resource dedicated to your financial health. **www.SaveandInvest.org**

WISER's mission is to improve the long-term financial security of all women through education and advocacy. WISER supports women's opportunities to secure pensions and adequate retirement income through research, workshops and partnerships.

WISER®

THE WOMEN'S INSTITUTE FOR A SECURE RETIREMENT

1001 Connecticut Avenue, NW • Suite 730
Washington, DC 20036
202-393-5452 • fax: 202-393-5890
www.wiserwomen.org • info@wiserwomen.org

Like us on Facebook **(facebook.com/WISERwomen)** Follow us on Twitter **(@WISERwomen)**

Connect with us on LinkedIn **Social Media:** **#WISERWomen** **#BeWISER** **#FinancialLit**